

|  |
| --- |
| Research Programme Lead – The Financial Resilience Accelerator |
| Nest Insight |
|  |

# Departmental/Directorate overview

|  |
| --- |
|  |
| * Nest Insight is a public-benefit research and innovation centre set up by Nest Corporation in 2016 to find ways to support low and moderate income workers to be financially secure, both today and into retirement. * We conduct rigorous, cutting-edge research, working collaboratively with industry and academic partners to understand the needs and behaviours of the new generation of savers created by the UK’s pensions auto enrolment system. We also consider how self-employed workers and others at risk of missing out on pension saving can be brought in. We use our data-driven insights into this wide range of financial challenges to identify and test practical, real-world solutions. * Together our team of around 20 delivers an ambitious programme of research, publications and events, sharing best practice, both nationally and abroad. The team is passionate about the work we do and proud of what we are achieving. We are innovative thinkers, not afraid to challenge the status quo. We work flexibly, creatively and collaboratively. We are committed to supporting each other to learn and develop. * Our findings are shared widely and freely to help inform industry and policymakers so that people around the world can benefit from our work. We amplify our learnings and spark debate through our publications and digital media and by convening events that bring together industry, academics and policymakers. * The depth and breadth of our research garners attention. Our work is regularly covered by national media and financial trade outlets. * Whilst Nest Insight is a business unit of Nest Corporation, we are responsible for raising our own operating budget through sponsorships, grants and in-kind support from organisations with similar research interests, goals and values. * By working in partnership with industry, academics, innovators and policymakers, and sharing our research widely and freely, we’re generating insights that could improve the retirement outcomes of millions of savers worldwide. With lots of exciting projects ongoing and in the pipeline, and plans to expand our reach significantly, this is an exciting time to join Nest Insight. |

# The role

|  |
| --- |
|  |
| The Programme Lead will take a leadership role in a new Nest Insight programme: The Financial Resilience Accelerator. Managing a significant 7-figure budget, they will help identify effective and scalable solutions to support greater financial resilience for low- and moderate-income workers in the UK, and undertake evaluation and pilot/trial activity around one such solution, debt-savings hybrids.  This role will report to and work closely with the Head of Research. It will involve managing, supporting and working closely with other members of the Nest Insight team. The Programme Lead will need to build strong relationships with and manage senior stakeholders across all departments of Nest and with external partners, including research collaborators, our funder, and the advisory groups we consult with as part of the programme. |

# Scope and deliverables

## Accountability

|  |
| --- |
|  |
| * Driving delivery of the Financial Resilience Accelerator programme, working with a significant degree of autonomy to manage a range of activities involving a range of suppliers and third-part collaborators. * Ensuring that contractual commitments to our funder are met, and work alongside the Head of Research and Head of Development to ensure that that they approve all changes to project scope. * Working through all necessary governance and commercial processes to bring project suppliers and collaborators on board, coordinating partnerships, and maintaining effective working relationships with these delivery partners. * Designing the research and trial program, overseeing execution and coordinating evaluation and analysis. * Consulting with and interviewing senior stakeholders to develop insights into the context for building financial resilience as well as setting up and working with the programme design and lived experience advisory group * Working across different project workstreams to synthesise and develop key findings emerging from a range of different research and trial activities. * Writing up findings in impactful research reports and representing Nest Insight by presenting results to stakeholder audiences. |

## Deliverables

|  |
| --- |
|  |
| Lead a range of research, trial and consultation activities within the Financial Resilience Accelerator programme:   * Lead the project team, including external collaborators and suppliers; control project expenditure and manage the project plan, working to the Head of Research. * Design and drive the delivery of the overall research programme design, with accountability for coordination across the components of the programme: landscape review, trials, and mixed methods research and evaluation activities * Lead the delivery of qualitative research, in collaboration with the Research Manager * Work with the Trials Manager, employers and fintech partners to scope, plan and implement a real-world trial of a financial resilience intervention as well as plan for future trials * Work with the Senior Research Economist and external partners to integrate findings from secondary quantitative analysis and develop a business case for financial resilience interventions identified by the programme * Contribute to engagement activities with senior policy and industry stakeholders and support the programme communications manager to report on findings from these discussions. * Jointly author reports, presentations and other communications on the findings, and present the result at Nest Insight and third party events. * Contribute to funder reporting on project status and delivery, and maintain positive funder relationships.   Throughout, this role will need to work collaboratively with other Nest Insight team members to ensure the programme aligns with and contributes to broader Nest Insight objectives. |

## Relationships and autonomy

|  |
| --- |
|  |
| Will have autonomous responsibility for significant elements of this major project, ensuring that expenditure remains within funding levels, and that all funder requirements are met.  Will report to Nest Insight’s Head of Research, working closely and collaboratively across the Nest Insight team including with:   * Other research teams, to share insights and develop ideas. * Our communications and events team, to amplify and extend the research evidence. * Our Head of Fundraising and Partnerships on funder reporting and collaboration.   Will build and maintain strong relationships with our project funder, research and trial partners and policy and industry stakeholders.  Will take a leadership role on the programme, managing all delivery activity by Nest colleagues and partners. The will have line management responsibility for one role initially—Research Manager. |

# Role requirements

## Experience and technical skills

|  |
| --- |
|  |
| * Ability to prioritise effectively and then deliver. * Experience of successfully managing complex projects involving a range of interrelated activities. * Experience of designing mixed methods research. * Ability to synthesise and interpret a complex range of data and insights emerging from a range of research contexts. * Proficient user of Microsoft Office applications and able to learn new IT systems quickly.   *Essential:*   * Experience designing and running qualitative or mixed methods research projects, including using creative and collaborative approaches * A good working understanding of data protection regulation and research ethics, including experience of working with marginalised and vulnerable participants * Excellent qualitative research moderation and analysis skills, working online and face-to-face * Able to identify implications of research findings and to interpret research data in the broader market and policy context * Able to produce high-quality written communications including report-writing to a publication standard * Excellent communication and interpersonal skills, including building strong working relationships with a wide range of stakeholders * Good working knowledge of Microsoft applications including Excel, PowerPoint and Word.   *Desirable:*   * Relevant subject knowledge and research experience: personal and household finance, employment and livelihoods, financial services, public policy development * Experience of translating research insight into market and policy innovation for example through co-creation approaches * Experience presenting research learnings at conferences and events |

## Personal attributes

|  |
| --- |
|  |
| The role will require someone with the following personal attributes:   * Committed to the broader goals and purpose of Nest Insight – passionate about working towards greater financial inclusion and financial wellbeing for people earning low, moderate and volatile incomes * A relevant Masters or PHD or professional research experience * Exceptional organisational and time management skills * An outstanding professional attitude and mentality, a sense of awareness and emotional intelligence and a commitment to team working, diversity and inclusion. * Excellent interpersonal, influencing and communication skills, with the ability to communicate effectively and confidently to different audiences, including senior stakeholders * Focused on continual improvement, taking pride in delivering high quality results. * Strong attention to detail combined with big-picture thinking, rigour in following established processes and compliance with regulation and policies. * The ability to exercise judgement, confidentiality and discretion. * A flexible and proactive approach to work and a willingness to engage across the team to support the work programme as necessary. * Exceptional written and verbal communication skills |

## Working pattern

|  |
| --- |
|  |
| This is a 7 to 8 month maternity cover with Benefits.  This role can be offered on a secondment, job share, part-time or full-time basis dependent on experience. We are open from junior to senior level applicants in terms of knowledge and skillset. Please state your preference on the application.  Everyone wants a good work life balance and you will be working with a truly flexible employer, fully embracing a working from home culture and flexible working hours.  You will have your birthday and Christmas Eve as an additional bonus to the already fantastic holiday allowance and of course…a generous pension contribution. |

## Grade Descriptor

|  |
| --- |
|  |
| Grade 2T |

|  |  |
| --- | --- |
| Nest Corporation  10 South Colonnade  Canary Wharf  London, E14 4PZ  [nestpensions.org.uk](https://www.nestpensions.org.uk/schemeweb/nest.html) |  |